



ELM Solutions

2023 Real Rate Report[®]

The industry's leading
analysis of law firm rates,
trends, and practices



Report Editor

Jeffrey Solomon

Vice President, Segment Leader
LegalVIEW® BillAnalyzer
Wolters Kluwer ELM Solutions

Lead Data Analysts

Carol Au

Business Systems Quantitative Analyst
Wolters Kluwer ELM Solutions

Anand Kumar Pathinettam Padian

Software and Data Engineer
Wolters Kluwer ELM Solutions

ELM Solutions Creative

David Andrews

Senior Graphic Designer
Wolters Kluwer ELM Solutions

Contributing Analysts and Authors

Jason Bender

Legal Analytics Product Manager
Wolters Kluwer ELM Solutions

Haemi Jung

Strategic Business Intelligence Manager
Wolters Kluwer ELM Solutions

Margie Sleboda

Lead Technology Product Manager
Wolters Kluwer ELM Solutions

Executive Sponsor

Barry Ader

Vice President, Product Management and
Marketing
Wolters Kluwer ELM Solutions

© 2004 - 2023 Wolters Kluwer ELM Solutions. All rights reserved. This material may not be reproduced, displayed, modified, or distributed in any form without the express prior written permission of the copyright holders. To request permission, please contact:

ELM Solutions, a Wolters Kluwer business
3009 Post Oak Blvd, Suite 1000
Houston, TX 77056 United States
ATTN: Marketing
ELMSolutionsSales@wolterskluwer.com

LEGAL CAVEAT

Wolters Kluwer ELM Solutions has worked to ensure the accuracy of the information in this report; however, Wolters Kluwer ELM Solutions cannot guarantee the accuracy of the information or analyses in all cases. Wolters Kluwer ELM Solutions is not engaged in rendering legal, accounting, or other professional services. This report should not be construed as professional advice on any particular set of facts or circumstances. Wolters Kluwer ELM Solutions is not responsible for any claims or losses that may arise from any errors or omissions in this report or from reliance upon any recommendation made in this report.

Table of Contents - 2023 Real Rate Report

A Letter to Our Readers • 4

Report Use Considerations • 5

Section I: High-Level Data Cuts • 8

- Partners, Associates, and Paralegals
- Partners, Associates, and Paralegals by Practice Area and Matter Type
- Partners and Associates by City
- Partners and Associates by City and Matter Type
- Partners by City and Years of Experience
- Associates by City and Years of Experience
- Partners and Associates by Firm Size and Matter Type

Section II: Industry Analysis • 62

- Partners, Associates, and Paralegals by Industry Group
- Partners and Associates by Industry Group and Matter Type
- Basic Materials and Utilities
- Consumer Goods
- Consumer Services
- Financials (Excluding Insurance)
- Health Care
- Industrials
- Insurance
- Technology and Telecommunications

Section III: Practice Area Analysis • 82

- Bankruptcy and Collections
- Commercial
- Corporate: Mergers, Acquisitions, and Divestitures
- Corporate: Regulatory and Compliance
- Corporate: Other
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability (Litigation Only)
- Insurance Defense (Litigation Only)
- Intellectual Property: Other
- Intellectual Property: Patents
- Intellectual Property: Trademarks
- Real Estate

Section IV: In-Depth Analysis for Select US Cities • 164

- Boston, MA
- Chicago, IL
- Los Angeles, CA
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Washington, DC

Section V: International Analysis • 181

Section VI: Matter Staffing Analysis • 211

Section I: High-Level Data Cuts

Cities

By Matter Type

2023 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Nashville TN	Non-Litigation	Partner	66	\$450	\$523	\$635	\$544	\$514	\$481
		Associate	66	\$320	\$375	\$410	\$374	\$345	\$315
New Orleans LA	Litigation	Partner	55	\$290	\$336	\$380	\$353	\$342	\$330
		Associate	39	\$224	\$252	\$349	\$279	\$276	\$290
	Non-Litigation	Partner	34	\$320	\$385	\$540	\$479	\$441	\$380
		Associate	28	\$245	\$275	\$330	\$306	\$281	\$303
New York NY	Litigation	Partner	565	\$450	\$702	\$1,205	\$857	\$814	\$783
		Associate	611	\$335	\$555	\$783	\$595	\$546	\$525
	Non-Litigation	Partner	1,275	\$758	\$1,225	\$1,695	\$1,222	\$1,208	\$1,144
		Associate	1,513	\$560	\$790	\$1,070	\$821	\$810	\$769
Oklahoma City OK	Non-Litigation	Partner	12	\$275	\$380	\$390	\$347	\$340	\$319
Omaha NE	Litigation	Partner	10	\$274	\$315	\$350	\$326	\$329	\$338
	Non-Litigation	Partner	30	\$334	\$412	\$420	\$367	\$374	\$354
		Associate	18	\$196	\$213	\$255	\$235	\$237	\$242

Section I: High-Level Data Cuts

Cities

By Years of Experience

2023 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Los Angeles CA	3 to Fewer Than 7 Years	100	\$512	\$761	\$875	\$702	\$637	\$590
	7 or More Years	140	\$464	\$674	\$888	\$696	\$651	\$644
Miami FL	3 to Fewer Than 7 Years	19	\$340	\$520	\$555	\$467	\$394	\$355
Minneapolis MN	3 to Fewer Than 7 Years	31	\$340	\$442	\$536	\$453	\$414	\$352
	7 or More Years	23	\$379	\$480	\$601	\$482	\$474	\$434
New Orleans LA	7 or More Years	22	\$238	\$302	\$368	\$303	\$299	\$306
New York NY	Fewer Than 3 Years	153	\$475	\$690	\$790	\$654	\$608	\$634
	3 to Fewer Than 7 Years	252	\$416	\$740	\$1,050	\$766	\$720	\$662
	7 or More Years	336	\$458	\$730	\$1,035	\$771	\$770	\$729
Philadelphia PA	Fewer Than 3 Years	31	\$325	\$418	\$450	\$403	\$407	\$429
	3 to Fewer Than 7 Years	85	\$378	\$436	\$491	\$453	\$434	\$388
	7 or More Years	139	\$425	\$513	\$590	\$527	\$487	\$435
Pittsburgh PA	3 to Fewer Than 7 Years	23	\$216	\$285	\$428	\$344	\$363	\$354
	7 or More Years	34	\$351	\$468	\$620	\$509	\$457	\$408

Section I: High-Level Data Cuts

Cities

By Years of Experience

2023 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2023	2022	2021
Los Angeles CA	21 or More Years	284	\$518	\$802	\$1,188	\$877	\$885	\$846
	Fewer Than 21 Years	10	\$295	\$352	\$360	\$336	\$332	\$307
Memphis TN	21 or More Years	12	\$395	\$415	\$433	\$391	\$400	\$380
	Fewer Than 21 Years	50	\$395	\$555	\$671	\$544	\$475	\$479
Miami FL	21 or More Years	80	\$413	\$625	\$789	\$616	\$593	\$581
	Fewer Than 21 Years	36	\$493	\$610	\$687	\$578	\$545	\$484
Minneapolis MN	21 or More Years	72	\$576	\$714	\$845	\$696	\$658	\$622
	Fewer Than 21 Years	17	\$381	\$509	\$615	\$502	\$449	\$400
Nashville TN	21 or More Years	42	\$454	\$484	\$559	\$515	\$504	\$488
	Fewer Than 21 Years	20	\$330	\$336	\$377	\$358	\$344	\$316
New Orleans LA	21 or More Years	40	\$320	\$370	\$500	\$449	\$422	\$366
	Fewer Than 21 Years	384	\$632	\$1,025	\$1,475	\$1,084	\$1,064	\$1,030
New York NY	21 or More Years	810	\$645	\$1,083	\$1,611	\$1,132	\$1,116	\$1,064
	Fewer Than 21 Years	12	\$250	\$380	\$385	\$337	\$332	\$328
Oklahoma City OK	21 or More Years							

Section II: Practice Area Analysis

Commercial By City

2023 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2023	2022	2021
Los Angeles CA	Partner	71	\$596	\$800	\$1,156	\$885	\$901	\$840
	Associate	72	\$525	\$645	\$914	\$691	\$715	\$735
Miami FL	Partner	43	\$518	\$615	\$693	\$632	\$603	\$562
	Associate	24	\$400	\$450	\$545	\$479	\$432	\$390
Minneapolis MN	Partner	52	\$607	\$710	\$875	\$715	\$670	\$657
	Associate	50	\$369	\$458	\$576	\$481	\$466	\$459
New York NY	Partner	167	\$696	\$1,111	\$1,688	\$1,179	\$1,153	\$1,046
	Associate	179	\$521	\$803	\$1,086	\$812	\$752	\$617
Philadelphia PA	Partner	112	\$554	\$710	\$861	\$737	\$751	\$684
	Associate	88	\$383	\$450	\$594	\$499	\$476	\$446
Pittsburgh PA	Partner	22	\$414	\$759	\$1,010	\$762	\$652	\$635
	Associate	15	\$280	\$425	\$568	\$436	\$408	\$443
Portland OR	Partner	15	\$498	\$580	\$617	\$570	\$576	\$557
	Associate	28	\$395	\$458	\$505	\$452	\$448	\$406
San Diego CA	Partner	11	\$415	\$889	\$1,050	\$843	\$718	\$590